

31 January 1984

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MEMORANDUM FOR:

FROM:

SUBJECT: Value of QSI - Review

1. This memorandum responds to your 29 December 1983 request for information on the real value of a Quality Step Increase (QSI). The following paragraphs outline the various approaches used to derive a QSI dollar value. However, you will note that the various approaches result in an average total QSI value in the neighborhood of \$3,800.00 (based upon FY 1983 salary levels).

2. The value of a QSI can be estimated based upon "average" Agency profiles. In this case, the average step for each grade between GS-04 and GS-15 (inclusive) was determined, and employee progression with a QSI was compared to progression without a QSI. The Agency average time-in-grade was maintained for promotion at all grade levels. The comparison was continued until the representative employee would have been promoted to the same level with, or without, the QSI. The total salary difference accruing to the QSI comparison was summarized for each grade, resulting in the following listing:

GS- 4/1	QSI = \$ 66.33
GS- 5/2	QSI = 1,328.50
GS- 6/4	QSI = 3,924.08
GS- 7/5	QSI = 6,813.25
GS- 8/5	QSI = 5,127.75
GS- 9/5	QSI = 5,132.42
GS-10/5	QSI = 3,579.17
GS-11/6	QSI = 3,183.50
GS-12/4	QSI = 2,610.67
GS-13/5	QSI = 2,910.00
GS-14/5	QSI = 4,816.00
GS-15/5	QSI = 5,932.67
Grade Levels = 12	\$45,424.34
	\$3,785.36 = Average QSI

Since promotions from grades above GS-10 result in a greater step reduction than promotions from grades below GS-11, an average QSI value was derived for grade levels GS-04 to GS-11 and for grade levels GS-11 to SIS. Both of these averages, \$3,710.00 and \$3,891.00 respectively, proved to be quite close to the average career QSI value for all grades.

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3. Average QSI benefits can also be derived for employees in various age categories. In this case, an average grade was determined for employees who were 25, 35, and 45 years of age. It was assumed that, since our employees enter-on-duty (EOD) at about age 20 and can retire under CIARDS at age 50, the selected ages would represent employees in the younger, middle, and older age categories. Our review of these ages provided an average career QSI value of \$3,740.00, spread among the three ages as follows:

- a. At age 25, employees closely equate to an average grade of GS-08 which has a derived QSI value of \$5127.75.
- b. At age 35, employees closely equate to an average grade of GS-11 which has a derived QSI value of \$3,183.50.
- c. At age 45, employees closely equate to an average grade of GS-13 which has a derived QSI value of \$2,910.00.

4. Another commonly used method of sub-dividing the population is according to their Professional (P), Technical (T), and Clerical (C) subcategory identification. Our review of these subcategories provided an average career QSI value of \$3,888.00, spread among the three subcategories as follows:

- a. The "P" subcategory employees closely equate to an average grade of GS-12 which has a derived QSI value of \$2,610.67.
- b. The "T" subcategory employees closely equate to an average grade of GS-08 which has a derived QSI value of \$5,127.75.
- c. The "C" subcategory employees closely equate to an average grade of GS-06 which has a derived QSI value of \$3,924.08.

5. In summary, although average career values of QSIs varied by grade, age, and subcategory (from a low of \$66.00 to a high of \$6,813.00) they all varied around an average of about \$3,800.00. It is worth stressing, however, that specific cases can result in tremendous differences in career QSI values, depending on the grade and step of the QSI and the subsequent promotion rate of the employee. This was noted even in our "average" promotional rates from Grade GS-13. The QSI's granted to the average GS-13, step 3 and GS-13, step 5 both resulted in a career value of less than \$3,000.00, while a QSI granted to an average GS-13, step 4 employee resulted in a career value in excess of \$12,000.00.

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PROM TO:	AVM16.	<u>AVM16.</u>	<u>AV ST</u>	<u>STDP</u>
515	8	62		
15		52	5	1618
14		48	5	1376
13		38	4	1164
12		38	4	979
11		22	6	817
10		27	5	744
9		18	5	675
8		30	5	611
7		29	5	552
6		15	4	497
5		9	2	446
4		8	1	398

<u>GM</u>	<u>QSI</u>	<u>PRO M.</u>
65-15/5	15/6	52
14/5	14/6	48
13/5	13/6	38
12/4	12/5	38
11/6	11/7	22
10/5	10/6	27
9/5	9/6	18
8/5	8/6	30
7/5	7/6	29
6/4	6/5	15
5/2	5/3	9
4/1	4/2	8

SUB-CAT

$$P = 12X \quad 2,610.67$$

$$T = 8.4649 \quad 5,127.75$$

$$C = 6.3148 \quad 3,924.08$$

ACCT

$$25 = 7.766 = 65-08 = \$5,132.42$$

$$35 = 11.4285 = 65-11 = \$3,183.50$$

$$45 = 12.785 = 65-13 = \$2,910$$

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<u>IMPACT</u>	<u>GRADE/STEP</u> <u>(w/QSI)</u>	<u>ACTION</u>	<u>DATE</u>	<u>GRADE/STEP</u> <u>(w/o QSI)</u>	
398x2"	GS-4/1		1/84		
	GS-4/2	QSI	7/84	4/1	\$66.33
	GS-5/1	PRO	9/84	5/1	
	GS-5/2		1/84		\$1,328.50
446x9"	GS-5/3	QSI	7/84	5/2	
	GS-5/4	WGI	1/85	5/3	
497x2'	GS-6/3	PRO	4/85	6/2	
	GS-6/4	WGI	4/86	6/3	
	GS-7/3	PRO	9/87	7/3	
		487 7/84	2yrs 9 mos		
	GS-6/4		1/84		
497x1'11"	GS-6/5	QSI	7/84	6/4	\$3,924.08
	GS-6/6	WGI	1/86	6/5	
552x2'6"	GS-7/5	PRO	6/86	7/4	
	GS-7/6	WGI	6/88	7/5	
611x1'6"	GS-8/5	PRO	12/88	8/4	
675x1	GS-9/4	PRO	6/90	9/3	
			6/91	9/4	
	GS-9/5	WGI	6/92	9/5	
	GS-7/5		1/84		\$6,813.25
552x2'6"	GS-7/6	QSI	7/84	7/5	
	GS-7/7	WGI	1/86	7/6	
611x1'6"	GS-8/6	PRO	1/87	8/5	
675x2'3"	GS-9/5	PRO	7/88	9/4	
	GS-9/6	WGI	7/90	9/5	
744x1'10"	GS-10/5	PRO	10/90	10/4	
817x2'	GS-11/4	PRO	8/92	11/3	
		WGI	8/93	11/4	
	GS-11/5	WGI	8/94		
		WGI	8/95	11/5	
	GS-12/2	PRO	10/95	GS-12/2	
	GS-8/5		1/84		
611x1	GS-8/6	QSI	7/84	8/5	\$5,127.75
675x2'3"	GS-9/5	PRO	7/85	9/4	
	GS-9/6	WGI	7/87	9/5	
744x1'10"	GS-10/5	PRO	10/87	10/4	
817x2	GS-11/4	PRO	8/89	11/3	
		WGI	8/90	11/4	
	GS-11/5	WGI	8/91		
		WGI	8/92	11/5	
	GS-12/2	PRO	10/92	12/2	

	GS-9/5		1/84		\$5,132.42
675x1'9"	GS-9/6	QSI	7/84	9/5	
	GS-9/7	WGI	1/86	9/6	
744x1'10"	GS-10/6	PRO	4/86	10/5	
817x3'2:	GS-11/5	PRO	2/88	11/4	
	GS-11/6	WGI	2/90	11/5	
	GS-12/2	PRO	4/91	12/2	
	GS-10/5		1/84		\$3,579.17
744x1'4"	GS-10/6	QSI	7/84	10/5	
817x3'2"	GS-11/5	PRO	11/85	11/4	
	GS-11/6	WGI	11/87	11/5	
	GS-12/2	PRO	1/89	12/2	
	GS-11/6		1/84		\$3,183.5
817x1'6"	GS-11/7	QSI	7/84	11/6	
		WGI	1/86	11/7	
	GS-11/8	WGI	1/87		
979x2	GS-12/4	PRO	3/87	12/3	
	GS-12/5	WGI	3/89		
		WGI	3/90	12/5	
	GS-13/1	PRO	5/90	13/1	
	GS-12/4		1/84		\$2,610.67
979x2'8"	GS-12/5	QSI	7/84	12/4	
	GS-12/6	WGI	1/86	12/5	
	GS-13/1	PRO	3/87	13/1	
	GS-13/5		1/84	13/5	\$2,910
1164x2'6"	GS-13/6	QSI	7/84		
	GS-13/7	WGI	1/86	13/6	
	GS-14/4	PRO/WGI	1/88	14/4	
	GS-14/5		1/84		\$4,816
1376x3'6"	GS-14/6	QSI	7/84	14/5	
	GS-14/7	WGI	1/86	14/6	
		WGI	1/88	14/7	
	GS-15/4	PRO	5/88	15/4	
	GS-15/5		1/84		\$5,932.67
1618x3'8"	GS-15/6	QSI	7/84	15/5	
	GS-15/7	WGI	1/86	15/6	
		WGI	1/88	15/7	
	GS-15/8	WGI	1/89		
	SIS	PRO	3/89	SIS	

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